HumaNET PHP

Empowering People Through Technology...

HumaNET

One Stop Solution for all the HR needs

A Systemitized approach to people management, HumaNET understands and captures the functions of HR Department and convert the same into a workflow

It presents an easy to use interface enabling the HR activities from end to end to be performed in a **Time-Effort-Money** saving manner.

Leave Office Early

EMPOWERING PEOPLE THROUGH TECHNOLOGY

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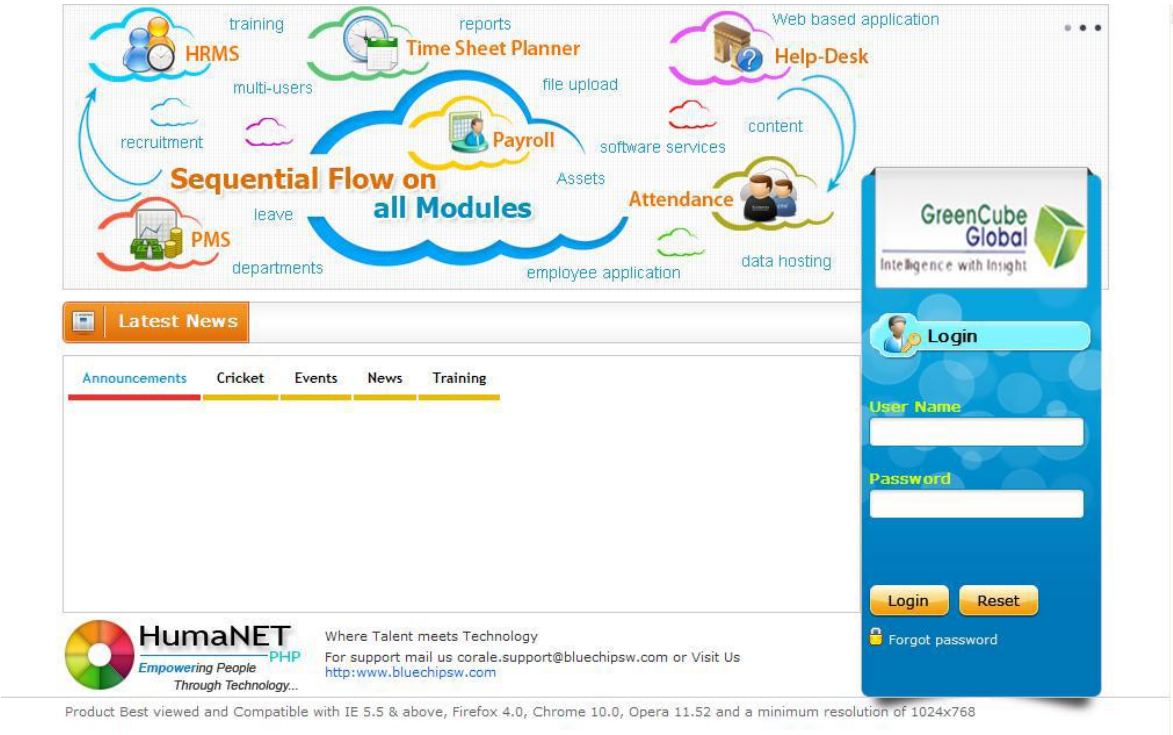
Product Description



Core Modules

- Employee Information
- Leave
- Attendance
- Resourcing
- Training
- Time Sheet
- Separation
- HR Policies
- Home Page updates
- Reports

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Product Description

The HumaNET Advantage

- Low cost of ownership
- Streamlining of HR processes
- Improve employee efficiency and productivity
- Improved access to information and its communication
- Reduced Transaction processing time and therefore cost
- Workflow through e-mails, approvals, escalations and overrides.
- Reduce workforce reliance on HR and manual processes
- Lesser paperwork
- Controlled access to information
- Knowledge sharing
- Personalized home page
- Exception Reporting
- Task Reminders

Product Description

Note

Any of the described features can be customized or new features added to suit he specific requirements of each corporate in keeping with the respective businesses, policies, philosophies and practices.

Tech Note

The application is developed on PHP, which will run on Apache Web Server and will have browser as the client front end. The database is My SQL

Why HumaNET?

This package adopts the routine responsibilities and documentation associated with HR functions thus keeping the core focus of personnel ergonomics in the forefront, optimizing the department's efficiency and communicating all necessary information across the enterprise. The workflow and messaging takes care of approvals and escalations with certain overriding rules, to certain authorized persons, so that, work is not stalled for long periods of time.

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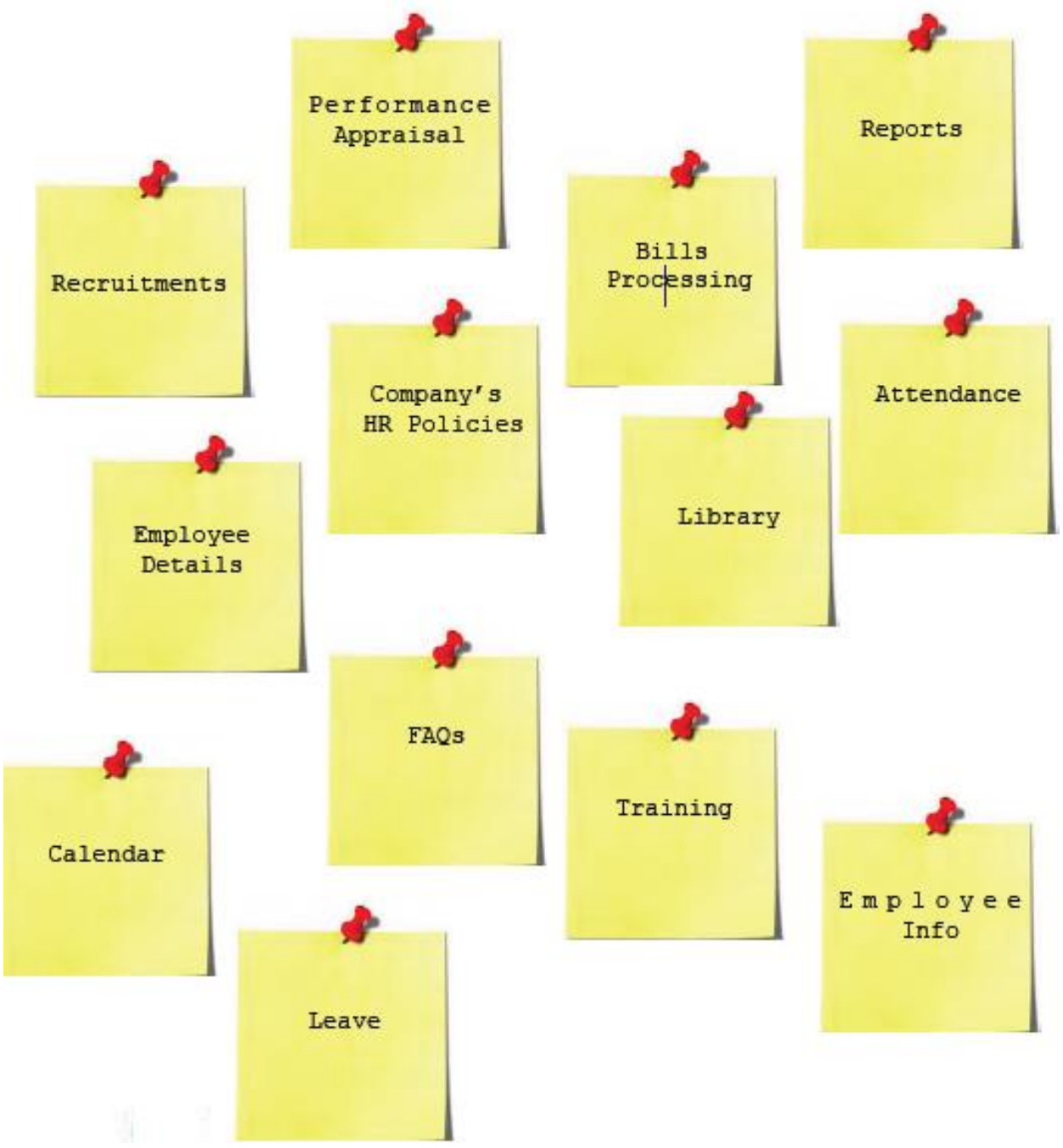
Product Description



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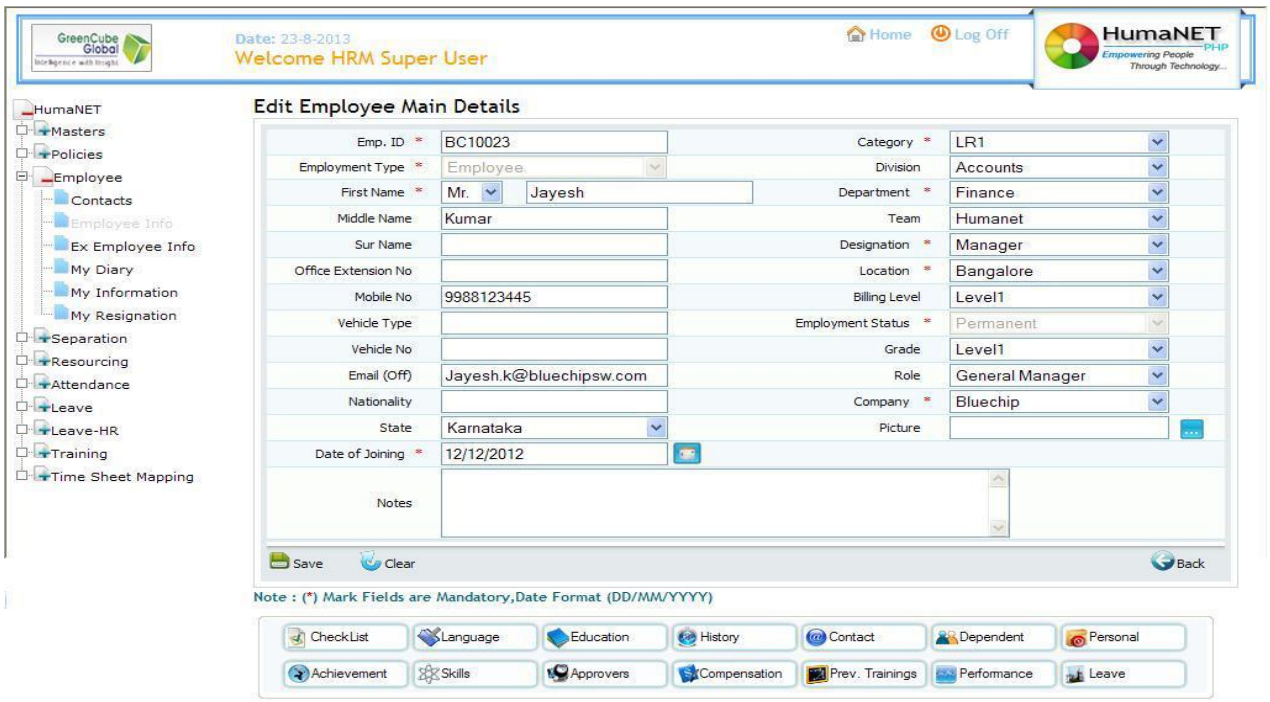
Product Description

Employee Information

When a new employee joins the company, the system captures the following details.

- Education
- Employee History
- Contacts
- Dependents
- Personal
- Personal Information and Achievements
- Registration details like PAN no, passport no, bank details.
- Compensation
- Department
- Designation
- To Superiors to whom he will be reporting to for various processes



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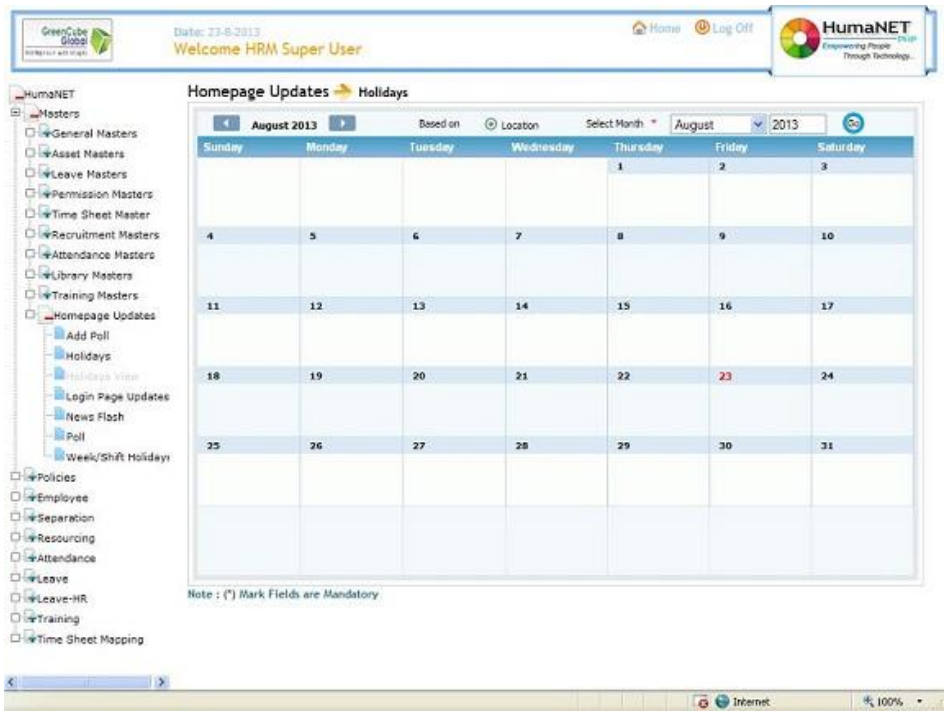


All the existing employees' data will be migrated to this system by a backend process if the data is captured in a pre defined format.

Employees can view data w.r.t other employees based on certain parameter settings in the organization. Certain data like compensation and approver settings can be viewed or edited by only Authorized personnel.

Product Description

Recruitment

HumaNet initiates the recruitment process by capturing manpower need at the place of requirement and posts the same on to each employee's homepage, after an approval process, where the management and the HR is involved. It is finally filled up, after the HR filters the candidates, who are referrals of the employees themselves.

- HOD makes a requisition for a resource need.
- HR views the same and sends for approval by authorized personnel.
- After the approval, it will be then posted on to the intranet for all
- Employees to make referrals/internal recruitment.
- HR can view list of candidates by either by Referral /Internal Recruitment

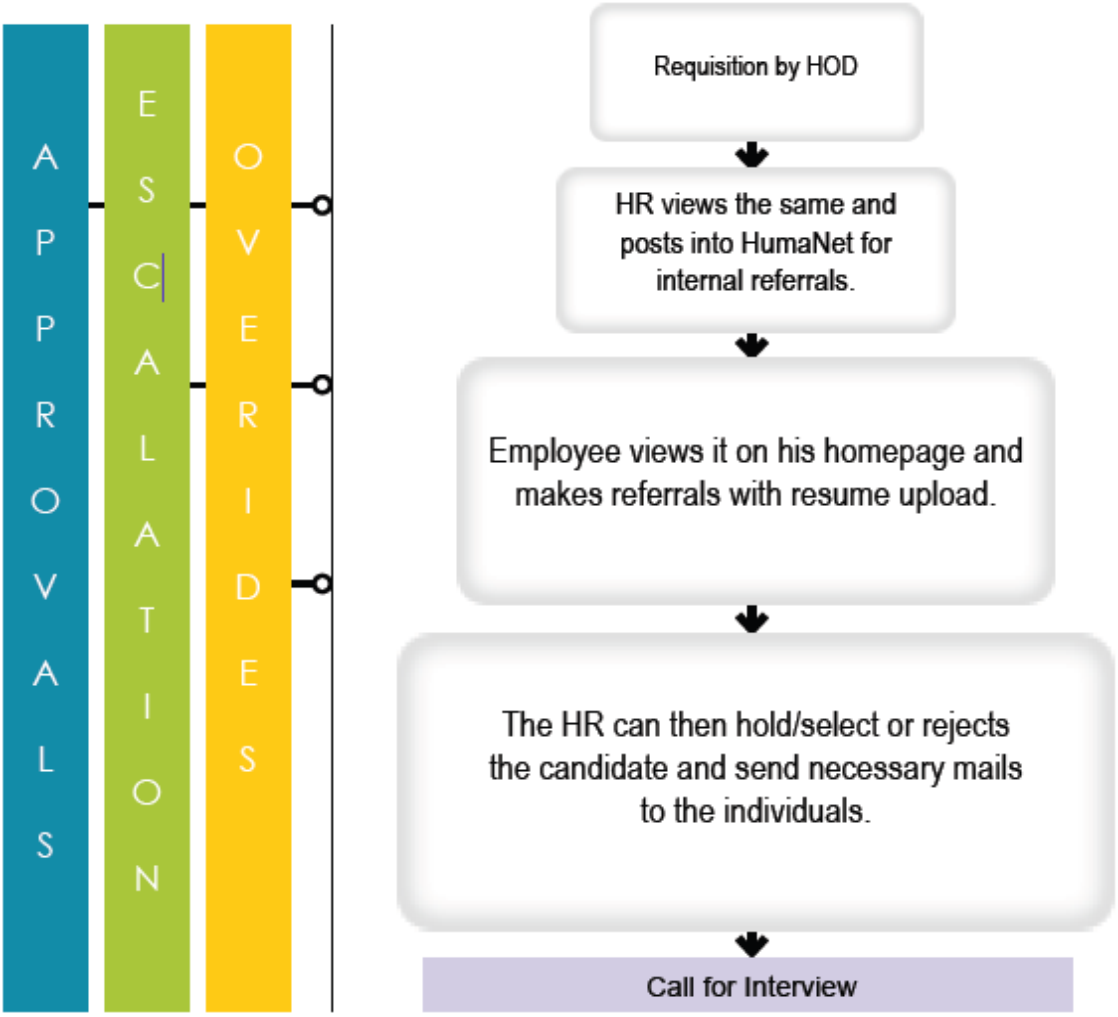
If selected referrals

HR ☑ can view candidates who have been referred

If selected Internal Recruitment,

☑ HR can view employees who are candidates.

Product Description

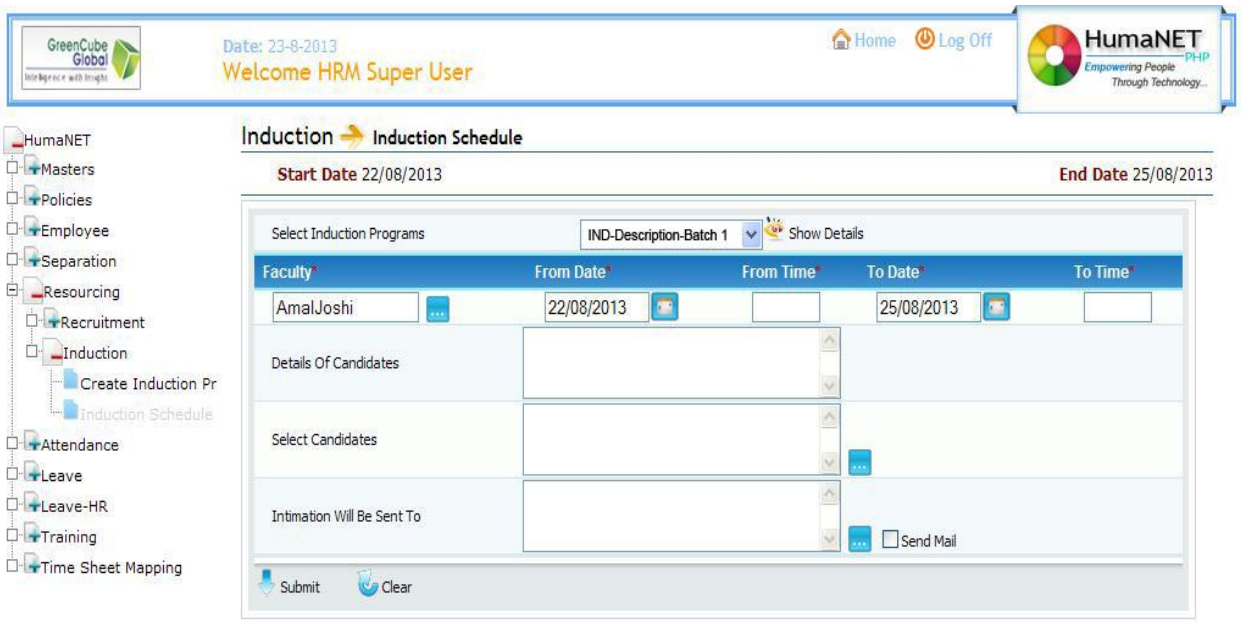


- HR should be able to shortlist/hold/reject the candidates and send the appropriate letters. If short listed interview details will also communicated to him.
- Closing of Requisitions to be marked by filling of Remarks. Also an Option to delete the requisition form is given.

Product Description

Induction

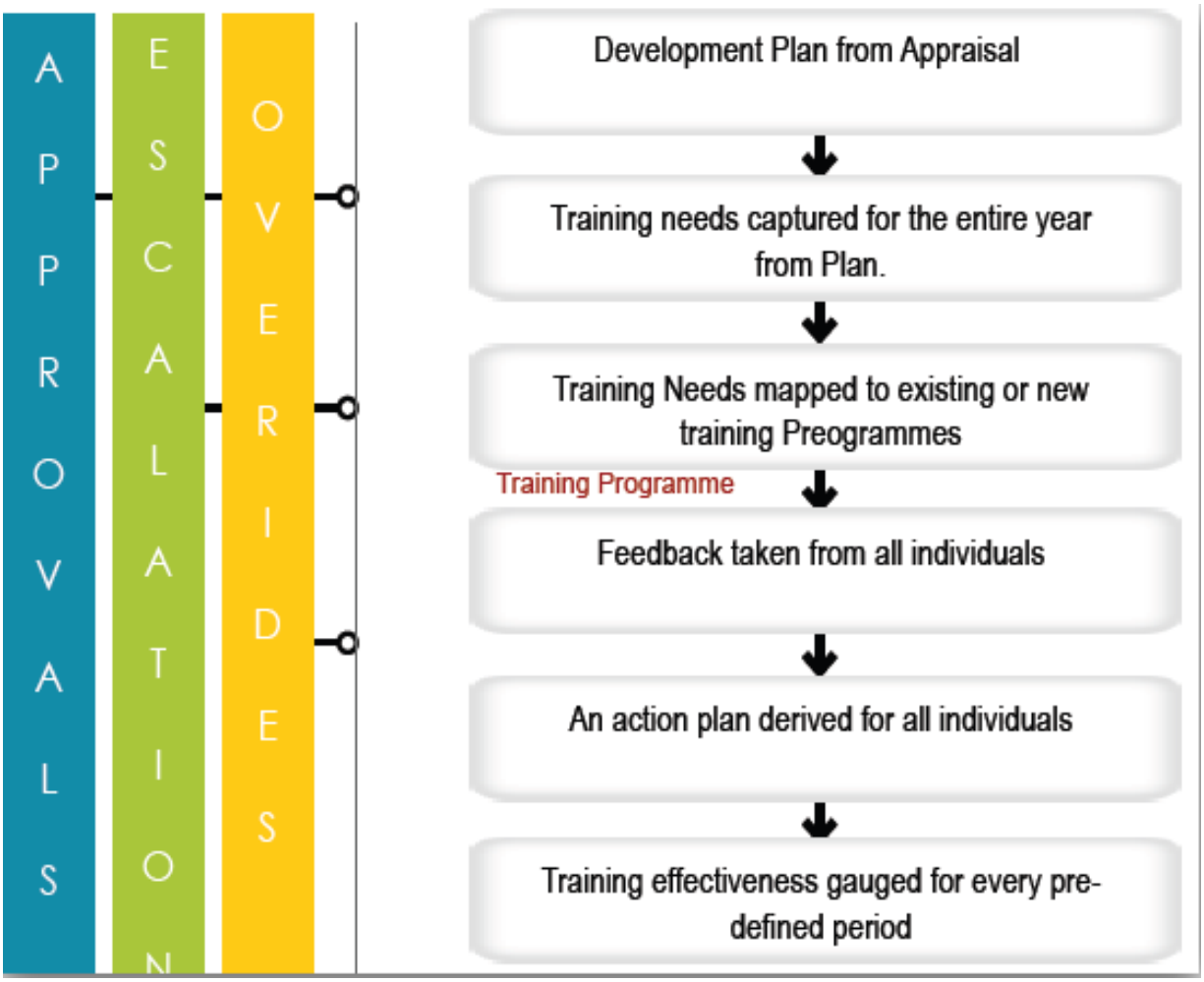
HumaNet prepares a new employee to merge into the organization's culture, policies, rules and other information by taking the individual through certain static presentations, screens that describes all of the above. He is finally asked to submit, that he would abide by the rules and regulations as listed in the HumaNet.



Product Description

Training

Training in HumaNet takes off from Development plan, where training needs are mapped to training program. This is a dynamic process and continuous till the yearend. The post training final feedback is captured to gauge the effectiveness of the program. An action plan is then drawn out for each individual and a performance monitoring is maintained till the next Appraisal comes into force.



Product Description

- Training calendar derived for the entire year.
- Supervisors too can recommend their subordinates after looking at the calendar.
- Once the Training Program has been conducted, the Employee fills up his feedback w.r.t the training Program.
- The participant's action plan is filled up by the individual.
- A performance monitoring system by way of Training Effectiveness is been captured by HumaNet.
- History of employees with regards to training program will be kept.

Leave Process

HumaNet facilitates the employees by capturing a leave application and routing the same to their Superiors for approval. The final status of the leave is finally updated in the Leave card of the Employee. The people on leave are flashed in all the homepages of all individuals, wherein details of their contact no and address will be displayed, in case of an emergency.

- Employee fills up the leave application and submits it.
- List of employees whose leave application needs to be approved appears in the superior's page wherein he approve/reject the leave.
- Employee can view status with respect to his leave application.
- Employee can cancel her/his leave also

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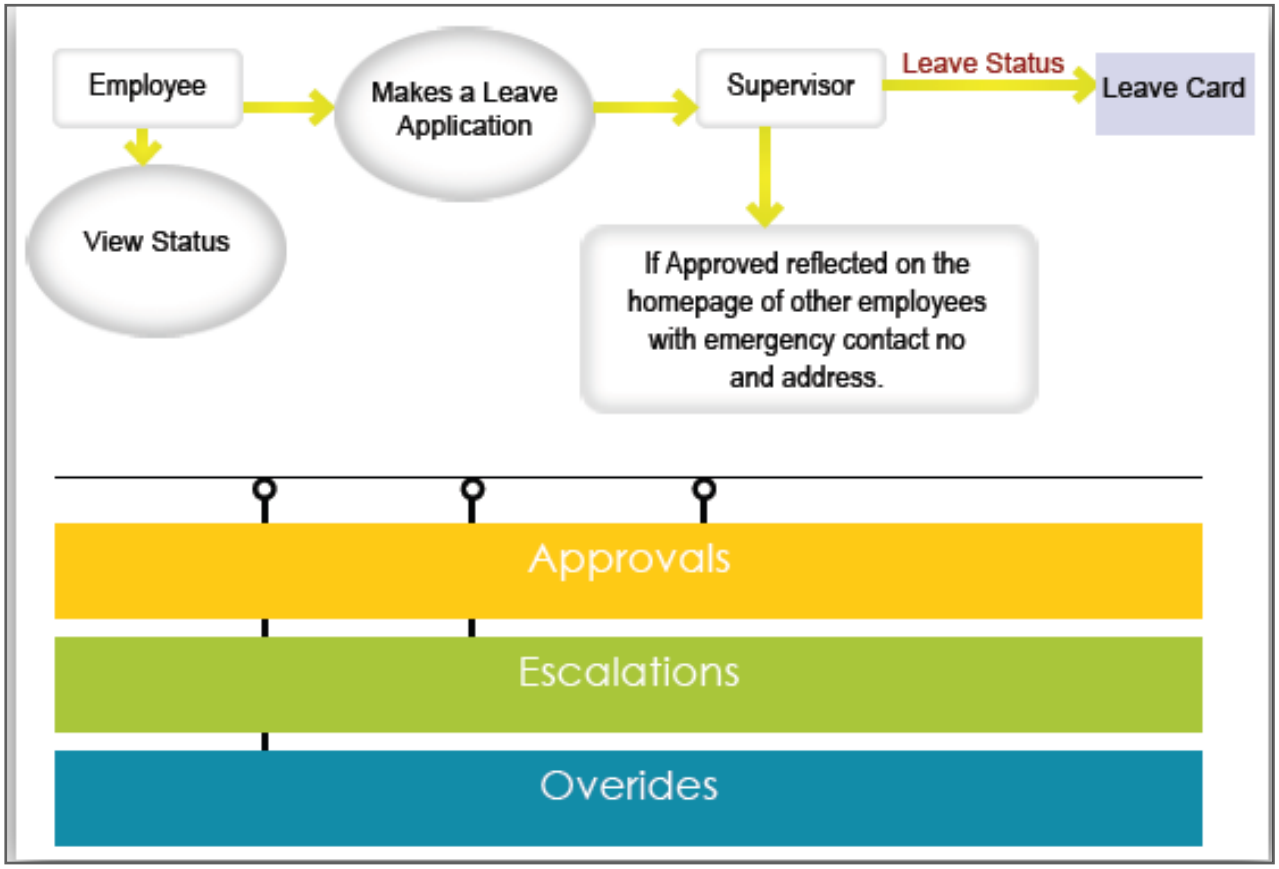

Attendance

HumaNet captures the presence of individuals by capturing the login time of the individual into the system. However, it can be made compatible with any swipe card reader database so that the employee movements are captured from the same.